

The Education Cluster is both a major industry in Baltimore County and a critical part of its workforce development system. It has dual importance, both as a source of employment growth for the County and as the key supplier of a skilled and educated workforce for the Baltimore Metropolitan Region. The Education Industry is vibrant and growing, far outpacing overall employment growth in Baltimore County, and is expected to experience strong growth through 2024.

The Education industry relies heavily upon occupations related to:



Teaching & Training



Administration & Administrative Support



Professional Support Services

Education Support Service Occupations include:

Office & Administrative Support

General Management

Operations

EDUCATION CAREER CLUSTERS

This section provides examples of the entry-, middle-, and highly-skilled Education and related occupations in highest demand among learning institutions in Baltimore County. The data are categorized by "Education Career Clusters" – groups of occupations in the same field of work that require similar skills – which can be used to help focus education plans towards obtaining the necessary knowledge, competencies, and training for success in one of many Education career options.

Education Occupations At-A-Glance

- Employment in the Education career cluster is **greatly concentrated in highly-skilled occupations**. The single largest occupational grouping in the cluster is **Teaching & Training**, which accounts for **44% of all employment**.
- The Education career cluster experienced job growth across all skill levels. Occupational demand favors **highly-skilled occupations**, projected to **grow by 14%** through 2024. Employment in **entry-skilled occupations** is projected to **grow by 9%** through 2024.

Education

- Occupations in the Education clusters require extensive educational credentials (Bachelors, Masters, Post-Baccalaureate Teaching or Professional Certification) and expertise. Advancement and earnings increases come with years of work-related experience and tenure. Top occupations are led by high-skilled Postsecondary Teachers, followed distantly by Education Administrators, and Educational Counselors. Some occupations include:

Teaching & Training

Elementary School Teachers, Except Special Education

Secondary School Teachers, Except Special & Career/Technical Education

Middle School Teachers, Except Special & Career/Technical Education

Preschool Teachers, Except Special Education

Administration & Administrative Support

Education Administrators, Elementary and Secondary School

Education Administrators, All Other

Training & Development Managers

Professional Support Services

Educational, Guidance, School, and Vocational Counselors

Instructional Coordinators

Librarians

Support Service Occupations: Administrative, General Management & Operations

Office and Administrative Support occupations account for 17% of employment in this cluster, with a mix of entry- and middle-skilled occupations. There is some demand for workers with a range of skills for General Management and Operations occupations:

Entry - Middle-Skilled

Secretaries and Administrative Assistants, Except Legal, Medical, & Executive
Office Clerks, General
Executive Secretaries & Executive Administrative Assistants
Office & Administrative Support Workers, All Other

Middle - High-Skilled

Business Operations Specialists, All Other
Computer User Support Specialists
Food Service Managers
Maintenance & Repair Workers, General

This cluster encompasses occupations across all of Baltimore County's priority industries; the profile highlights primarily a few of the key entry- and middle-skilled support service occupations. For a complete list of any of the in-demand occupations within these clusters, reference the Toolkit's Industry & Occupational Profile specific to the industry or occupation of interest.

Baltimore County's Education industry is both a major employer and core supplier of a highly educated workforce for the region's employers. Through an expansive network of public and private schools, training vendors, the community college system, colleges, universities, labor organizations and apprenticeship programs, Baltimore County is well positioned to expand upon existing educational programs to meet the needs of business and industry.

Here are a few middle- and high-skilled occupations that...

PRODUCE A HIGHLY-SKILLED WORKFORCE!

HIGH-DEMAND MIDDLE- & HIGH-SKILLED OCCUPATIONS

Teaching & Training

Education & Skills:

Upon Entry: Bachelors / Masters / Post-Baccalaureate Teaching or Professional Certificates

Advancement: Higher Education credentials, recognized expertise, years of work-related experience, tenure

Teacher Assistants (25-9041)

2016 Est. Emp.: 2,250 / Mean Wage: \$13.50

Preschool Teachers, Except Special Education (25-2011)

2016 Est. Emp.: 1,250 / Mean Wage: \$17.18

Kindergarten Teachers, Except Special Education (25-2012)

2016 Est. Emp.: 370 / Mean Wage: \$27.88

Coaches and Scouts (25-2022)

2016 Est. Emp.: 350 / Mean Wage: \$22.01

Self-Enrichment Education Teachers (25-3021)

2016 Est. Emp.: 340 / Mean Wage: \$15.40

Education, Training, & Library Workers, All Other (25-9099)

2016 Est. Emp.: 290 / Mean Wage: \$20.78

Administration & Administrative/Professional Support Services

Education & Skills:

Upon Entry: Bachelors / Masters / Post-Baccalaureate Teaching or Professional Certificates

Advancement: Higher Education credentials, recognized expertise, years of work-related experience, tenure

Administration & Administrative Support

Education Administrators, Elementary & Secondary School (11-9032)

2016 Est. Emp.: 620 / Mean Wage: \$53.64

Education Administrators, All Other (11-9039)

2016 Est. Emp.: 430 / Mean Wage: \$44.18

Training & Development Managers (11-3131)

2016 Est. Emp.: 100 / Mean Wage: \$54.74

Professional Support Services

Educational, Guidance, School, and Vocational Counselors (21-1012)

2016 Est. Emp.: 680 / Mean Wage: \$26.91

Instructional Coordinators (25-9031)

2016 Est. Emp.: 290 / Mean Wage: \$37.09

Library Technicians (25-4031)

2016 Est. Emp.: 160 / Mean Wage: \$15.14

Support Service Occupations (SSO's) – Administrative, General Management & Operations

The Education industry relies on key SSO's related to: **Office, Administrative & Clerical Support; General Management; and, Operations.** Office and administrative support occupations account for **17% of employment in this cluster**, creating entry-points to many Education career opportunities within public and private learning institutions, depending upon one's interests, skills and abilities.

Administrative & Clerical

Secretaries and Administrative Assistants, Except Legal, Medical, and Executive (43-6014)

2016 Est. Emp.: 8,380 / Mean Wage: \$18.68

Office Clerks, General (43-9061)

2016 Est. Emp.: 5,840 / Mean Wage: \$15.65

Bookkeeping, Accounting & Auditing Clerks (43-3031)

2016 Est. Emp.: 3,870 / Mean Wage: \$21.32

First-Line Supervisors of Office & Administrative Support Workers (43-1011)

2016 Est. Emp.: 5,350 / Mean Wage: \$29.50

Executive Secretaries & Executive Administrative Assistants (43-6011)

2016 Est. Emp.: 1,010 / Mean Wage: \$30.87

Office & Administrative Support Workers, All Other (43-9199)

2016 Est. Emp.: 520 / Mean Wage: \$19.23

General Management & Operations

Business Operations Specialists, All Other (15-1199)

Computer User Support Specialists (15-1151)

Maintenance & Repair Workers, General (35-9099)

2016 Est. Emp.: 3,330 / Mean Wage: \$19.04

Managers, All Other (13-9199)

Computer Network Support Specialists (15-1152)

Installation, Maintenance & Repair Workers, All Other (49-9099)

2016 Est. Emp.: 520 / Mean Wage: \$20.28



Administration & Professional Support Occupations in the Education Career Clusters have extensive educational requirements including Post-Baccalaureate and Doctoral degree credentials. The minimum educational requirements for Teaching & Training occupations include an Associates, Bachelors or Masters degree, and some Post-Bachelors/Masters Teaching Certificates. This list highlights some of the entry- and middle-skilled Support Service Occupations prevalent in an educational setting. Career progression requires work experience, advanced professional/ technical skills or credentials.

Teaching & Training

Elementary School Teachers, Except Special Education (25-2021)
2016 Est. Emp.: 3,430 / Mean Wage: \$27.49

Secondary School Teachers, Except Special & Career/Technical Education (25-2031)
2016 Est. Emp.: 2,320 / Mean Wage: \$28.95

Teacher Assistants (25-9041) *
2016 Est. Emp.: 2,250 / Mean Wage: \$13.50

Middle School Teachers, Except Special & Career/Technical Education (25-2022)
2016 Est. Emp.: 1,620 / Mean Wage: \$29.35

Preschool Teachers, Except Special Education (25-2011)
2016 Est. Emp.: 1,250 / Mean Wage: \$17.18

Special Education Teachers, Secondary School (25-2054)
2016 Est. Emp.: 500 / Mean Wage: \$30.39

Special Education Teachers, Kindergarten & Elementary School (25-2021)
2016 Est. Emp.: 440 / Mean Wage: \$28.25

Kindergarten Teachers, Except Special Education (25-2012)
2016 Est. Emp.: 370 / Mean Wage: \$27.88

Coaches and Scouts (25-2022)
2016 Est. Emp.: 350 / Mean Wage: \$22.01

Self-Enrichment Education Teachers (25-3021) *
2016 Est. Emp.: 340 / Mean Wage: \$15.40

Education, Training, & Library Workers, All Other (25-9099)
2016 Est. Emp.: 290 / Mean Wage: \$20.78

Computer Science Teachers, Postsecondary (25-1021)
2016 Est. Emp.: 200 / Mean Wage: \$40.91

Teachers & Instructors, All Other, Except Substitute Teachers (25-3097)
2016 Est. Emp.: 170 / Mean Wage: \$23.12

Special Education Teachers, All Other (25-2059)
2016 Est. Emp.: 100 / Mean Wage: \$34.14

Adult Basic and Secondary Education and Literacy Teachers and Instructors (25-3011)
2016 Est. Emp.: 50 / Mean Wage: \$27.55

Administration & Administrative Support

Education Administrators, Elementary & Secondary School (11-9032)

2016 Est. Emp.: 620 / Mean Wage: \$53.64

Education Administrators, All Other (11-9039)
2016 Est. Emp.: 430 / Mean Wage: \$44.18

Education Administrators, Postsecondary (11-9033)
2016 Est. Emp.: 290 / Mean Wage: \$58.66

Training & Development Managers (11-3131)
2016 Est. Emp.: 100 / Mean Wage: \$54.74

Professional Support Services

Educational, Guidance, School, and Vocational Counselors (21-1012)
2016 Est. Emp.: 680 / Mean Wage: \$26.91

Instructional Coordinators (25-9031)
2016 Est. Emp.: 290 / Mean Wage: \$37.09

Librarians (25-4021)
2016 Est. Emp.: 240 / Mean Wage: \$27.52

Library Technicians (25-4031) *
2016 Est. Emp.: 160 / Mean Wage: \$15.14

Support Service Occupations: Office & Administrative Support

Locally specific data is difficult to estimate for employment numbers for occupations related to Education. This cluster encompasses occupations across all of Baltimore County's priority industries; this profile highlights the key entry- and middle-skilled Support Service Occupations in highest demand among Baltimore County employers.

Administrative & Clerical

Secretaries and Administrative Assistants, Except Legal, Medical, and Executive (43-6014)
2016 Est. Emp.: 8,380 / Mean Wage: \$18.68

Office Clerks, General (43-9061) *
2016 Est. Emp.: 5,840 / Mean Wage: \$15.65

First-Line Supervisors of Office & Administrative Support Workers (43-1011)
2016 Est. Emp.: 5,350 / Mean Wage: \$29.50

Bookkeeping, Accounting & Auditing Clerks (43-3031)
2016 Est. Emp.: 3,870 / Mean Wage: \$21.32

Executive Secretaries & Executive Administrative Assistants (43-6011)
2016 Est. Emp.: 1,010 / Mean Wage: \$30.87

Office & Administrative Support Workers, All Other (43-9199)
2016 Est. Emp.: 520 / Mean Wage: \$19.23

Support Service Occupations: General Management & Operations

Management

Management Analysts (13-1111)
2016 Est. Emp.: 4,610 / Mean Wage: \$31.21

Business Operations Specialists, All Other (43-3021)
2016 Est. Emp.: 1,780 / Mean Wage: \$40.69

Managers, All Other (13-9199)
2016 Est. Emp.: 1,300 / Mean Wage: \$54.47

Operations

Dining Room & Cafeteria Attendants & Bartender Helpers (35-9011) *
2016 Est. Emp.: 1,780 / Mean Wage: \$10.19

Childcare Workers (39-9011) *
2016 Est. Emp.: 1,430 / Mean Wage: \$11.19

Bus Drivers, School or Special Client (53-3022) *
2016 Est. Emp.: 1,210 / Mean Wage: \$14.43

Computer User Support Specialists (15-1151)
2016 Est. Emp.: 1,090 / Mean Wage: \$25.53

Computer Network Support Specialists (15-1152)
2016 Est. Emp.: 1,020 / Mean Wage: \$36.37

Cooks, Institution & Cafeteria (35-2012) *
2016 Est. Emp.: 410 / Mean Wage: \$15.58

Food Service Managers (43-4199)
2016 Est. Emp.: 390 / Mean Wage: \$33.05

Food Preparation & Serving Related Workers, All Other (35-9099) *
2016 Est. Emp.: 320 / Mean Wage: \$12.46

Operations (Maintenance)

Janitors & Cleaners, Except Maids & Housekeeping Cleaners (37-2011) *
2016 Est. Emp.: 5,280 / Mean Wage: \$13.14

Maintenance & Repair Workers, General (35-9099)
2016 Est. Emp.: 3,330 / Mean Wage: \$19.04

Landscaping & Groundskeeping Workers (35-9099) *
2016 Est. Emp.: 2,320 / Mean Wage: \$13.71

First-Line Supervisors of Housekeeping & Janitorial Workers (37-1011)
2016 Est. Emp.: 650 / Mean Wage: \$17.85

Installation, Maintenance & Repair Workers, All Other (49-9099)
2016 Est. Emp.: 520 / Mean Wage: \$20.28

First-Line Supervisors of Lawn Service & Groundskeeping Workers (37-1012)
2016 Est. Emp.: 320 / Mean Wage: \$21.44

Education Career Clusters were derived from O*NET Career Clusters and Standard Occupational Classifications (SOC). Hourly mean wages for some occupations are estimated from annual salary data—DLLR Occupational Wage Estimates. High-demand occupations with wages below the locally determined minimum mean wage are denoted with an asterisk (*).

